

# Enhancing Drug-Free Workforce Programs for Youth

Center for Health Policy  
Boise State University



U.S. DEPARTMENT OF HEALTH AND HUMAN SERVICES  
Substance Abuse and Mental Health Services Administration  
Center for Substance Abuse Prevention  
[www.samhsa.gov](http://www.samhsa.gov)

# Grant Team

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- Project Manager: Conrad Colby, Ph.D.
- Data Manager: Ed Baker, Ph.D.
- DFI Director: Heather Stocker, M.A.
- SBDC: Katie Sewell
- Partnering Organizations
  - Small Business Development Center of Idaho
  - DrugFree Idaho, Inc. (DFI)
  - Select employers in Idaho



# Goals

- To design, implement, and evaluate a new substance abuse intervention program for young adults in select work environments
- To reduce the negative impact of substance use/abuse on employers



# Target Population

- 16- to 24-year-old employees in Idaho



# Implementation Strategy

- Assessment of existing 5-step DFI program
- Design of a pilot program
- Evaluation of the pilot program
- Implementation of a full-scale program
- Evaluation of the full-scale program



# Primary Components (I)

- Assessment of existing 5-step DFI program
  - Review of employer records/data
  - Feedback from focus groups (employees, supervisors)
- Design of new intervention program
  - Employee and employer input
- Evaluation of pilot intervention program
  - Use of quantitative assessment criteria
  - Feedback from employees and supervisors



## Primary Components (II)

- Refinement of intervention program
  - Modification of program based on evaluation outcomes
- Implementation of full-scale program
  - Collaboration with select employers
  - Utilization of intervention and control populations
- Evaluation of full-scale program
  - Comparison of intervention and control group outcomes



# Delivery Mechanism

- Use of web-based audio-visual program
- Presentation of structured seminar program





# Products

- Web-based audio-visual program
- Written seminar materials for supervisors and employees



# Expected Intermediate and Long-Term Outcomes

- Intermediate
  - Understanding existing DFI program effectiveness
  - Development of measurable performance assessment criteria
- Long-term
  - Effective substance abuse intervention program for 16- to 24-year-old employees
  - Reduced incidence of substance use/abuse by 16- to 24-year-old employees
  - Improved health and safety in the workplace

